

**EFEK MODERASI BUDAYA ORGANISASI PADA HUBUNGAN  
ANTARA GAYA KEPEMIMPINAN DAN KOMITMEN ORGANISASI  
(Studi Kasus Pada PT XTel<sup>1</sup> Jakarta)**

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**ABSTRAK**

Krisis organisasi baru-baru ini telah menekankan perlunya kepemimpinan dan komitmen organisasi yang memiliki dampak bagi keberhasilan organisasi. Selain itu, budaya organisasi diakui sebagai tuas paling penting dalam meningkatkan kemampuan perusahaan. Budaya organisasi dan kepemimpinan, bersama dengan pengaruhnya terhadap komitmen organisasi adalah beberapa elemen penting dalam menentukan efektivitas, daya saing dan keberhasilan organisasi dalam menghadapi tantangan saat ini. Komitmen organisasi penting untuk memastikan keberhasilan bagi pelaksanaan rencana dan kebijakan organisasi. Tujuan dari penelitian ini untuk mengetahui seberapa besar budaya organisasi (birokratis, inovatif, suportif) mempengaruhi hubungan antara gaya kepemimpinan (direktif, partisipatif, suportif) dan komitmen organisasi. Penelitian ini menggunakan analisis regresi hirarki berganda dengan sampel 100 orang. Hasil pengujian hipotesis menunjukkan bahwa gaya kepemimpinan direktif, partisipatif, dan suportif memiliki hubungan signifikan dengan komitmen organisasi. Budaya organisasi ditemukan memiliki efek moderasi signifikan terhadap hubungan antara gaya kepemimpinan dan komitmen organisasi, kecuali untuk hubungan antara gaya kepemimpinan direktif dan budaya birokratis. Budaya inovatif memiliki pengaruh paling kuat pada hubungan antara gaya kepemimpinan suportif dan komitmen organisasi dengan nilai R square sebesar 0,501.

**Kata kunci - Kepemimpinan, Budaya Organisasi, Komitmen Organisasi**

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***THE MODERATING EFFECTS OF ORGANIZATIONAL CULTURE ON  
THE RELATIONSHIP BETWEEN LEADERSHIP BEHAVIOUR AND  
ORGANIZATIONAL COMMITMENT ON PT XTEL<sup>1</sup> JAKARTA***

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**ABSTRACT**

Recent organizational crises have emphasized the need for leadership and organizational commitment which, then, become more critical for organization success. Organizational culture is known as the most important lever in enhancing key capabilities of the company. Hence, organizational culture and leadership behaviour, along with their effects on organizational commitment are some of the crucial elements in determining the effectiveness, competitiveness and success of organizations in facing today's challenges. The organizational commitment is essential to ensure the successful implementation of the organizational policies and plans. The purpose of this study to determine how organizational culture (bureaucratic, innovative, supportive) can affect on the relationship between leadership behavior (directive, participative, supportive) and organizational commitment. This study use hierarchical multiple regression analysis with the sample of 100 people. From the results of hypothesis testing showed that directive, participative and supportive leadership behavior is significantly associated with organizational commitment. Organizational culture was found to be significant moderating effects on the relationship between leadership style and organizational commitment, except for the relationship between directive leadership behavior and bureaucratic culture. Innovative culture has the strongest influence on the relationship between supportive leadership behavior and organizational commitment with value of R square is 0.501.

**Keyword - Leadership, Organizational Culture, Organizational Commitment**

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